

ERE Media Conference Code of Conduct

All attendees, speakers, sponsors and volunteers at conferences run by ERE Media, Inc. are required to agree with the following code of conduct. We will enforce this code throughout the event, and we expect cooperation from all participants to help ensure a safe environment for everybody.

ERE Media, Inc. is dedicated to providing a harassment-free conference experience for everyone, regardless of gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, opinions, or religion (or lack thereof). We do not tolerate harassment of conference participants in any form.

Harassment includes offensive verbal comments related to gender, gender identity and expression, age, sexual orientation, disability, physical appearance, body size, race, ethnicity, religion, sexual images in public spaces, deliberate intimidation, stalking, following, harassing photography or recording, sustained disruption of talks or other events, inappropriate physical contact, and unwelcome sexual attention. Participants asked to stop any harassing behavior are expected to comply immediately.

Sexual language and imagery is not appropriate for any conference venue, including booths, presentations, roundtable discussions, workshops, parties, social media and other online media. Sponsors should not use sexual images, giveaways, activities, or other materials in their promotions. Booth staff (including volunteers) should not use suggestive clothing/uniforms/costumes, or otherwise create a sexualized environment. Conference participants violating these rules may be sanctioned or expelled from the conference *without a refund* at the discretion of ERE Media.

If a participant engages in harassing behavior, ERE Media may take any action they deem appropriate, including warning the offender or expulsion from the conference with no refund.

If you are being harassed, notice that someone else is being harassed, or have any other concerns, please contact a member of event management team immediately. Our team will be happy to help participants contact hotel/venue

security or local law enforcement, provide escorts, or otherwise assist those experiencing harassment to feel safe for the duration of the conference. ERE Media staff can be identified by their STAFF badges. You can also contact Kate Wilson, Vice President of Events, at 360-259-4052 (cell) or by email at Kate@ere.net.

We expect participants to follow these rules at conference and workshop venues and conference-related social events. By registering to attend an ERE Media event, you are hereby agreeing to the Conference Code of Conduct. We value your attendance and safety, and will do everything in our power to make sure that your experience at our events is a positive one.